Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

National Park Service: NPS (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

Comparative Data

	Comparative Data									
Complaint Activity	Pr	evious	Fiscal	Year	Data					
	2014	2015	2016	201	7 201		019Thru03-31			
Number of Complaints Filed	101	85	76	87	97	7	32			
Number of Complainants	100	84	74	87	94	1	31			
Repeat Filers	1	1	2		1					
			ta							
Complaints by Basis		Pre	vious 1	Fiscal `	Year I	Data				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.		2014	2015	2016	2017	2018	2019Thru03- 31			
Race		24	31	22	26	31	7			
Color		8	10	9	8	11	4			
Religion		7	1	1	2	2	2			
Reprisal		49	33	39	34	49	17			
Sex		39	26	23	37	32	13			
PDA		0	1	1	3	0	0			
National Origin		11	12	9	12	9	2			
Equal Pay Act		1	1	0	0	0	0			

Age	38	26	20	35	23	9
Disability	33	28	28	17	37	10
Genetics	0	0	0	0	$\begin{bmatrix} 37 \\ 0 \end{bmatrix}$	0
Non-EEO	3	2	2	1	5	2
Complaints by Issue					ve Dat	a
• •	Pre	vious I				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru03- 31
Appointment/Hire	13	8	20	14	10	2
Assignment of Duties	15	15	8	12	5	2
Awards	1	1	1	3	0	1
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	8	7	3	6	2	0
Suspension	3	6	1	3	5	2
Removal	1	1	2	2	6	1
Other	4	0	0	0	0	0
Duty Hours	5	5	0	4	0	0
Perf. Eval./ Appraisal	13	7	8	10	6	5
Examination/Test	0	0	0	2	0	0
Harassment	-	-	-	-	-	
Non-Sexual	35	29	32	38	42	12
Sexual	4	6	4	1	3	2
Medical Examination	1	1	1	0	0	1
Pay including overtime	0	3	3	4	0	0
Promotion/Non-Selection	16	19	10	7	17	2
Reassignment						
Denied	1	0	1	0	1	0

Directed		5	3	0	3	5	1				
Reasonable Accommodation I	Disability	6	8	10	4	11	4				
Reinstatement		0	0	0	0	0	0				
Religious Accommodation		0	0	0	0	0	0				
Retirement		0	1	0	2	0	0				
Sex-Stereotyping		0	0	0	0	0	0				
Telework		0	0	2	0	2	0				
Termination		10	4	3	7	5	3				
Terms/Conditions of Employn	nent	12	13	7	15	7	2				
Time and Attendance		11	5	4	4	3	0				
Training		4	2	2	2	1	2				
Other											
User Defined - Other 1		4	0	0	1	0	0				
User Defined - Other 2		0	0	0	0	0	0				
User Defined - Other 3		0	0	0	0	0	0				
User Defined - Other 4		0	0	0	0	0	0				
			Comparative Data								
Processing Time	P	revious	Fiscal	Year	Dat	a	2019Thru03-				
	2014	2015	2016	20	17	2018	31				
Complaints pending during fis	cal year										
Average number of days in investigation	254.77	214.90	197.6	7 184	.92	146.95	186.33				
Average number of days in final action	387.78	129.68	85.48	53.	.89	44.86	58.56				
Complaint pending during fisc	al year v	where he	aring w	as rec	quest	ed					
Average number of days in investigation	253.68	225.52	206.9	1 183	3.33	154.61	181.07				
Average number of days in final action	544.04	85.69	18.00	36.	.20	31.26	35.33				
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation	259.90	180.79	191.3	5 186	5.03	138.25	195.48				

Average number of days in final action	270.5	8 2	200	.88	11	9.2	21	65	.85	5	48.	43	70	0.17	
							Cor	npa	ara	tiv	e D	ata			
Complaints Dismissed by Agency	7		Pre	evio	us]	Fis	cal	Ye	ar	Da	ta		20197	Thru03-	
•	2	201	14	20	15	20	16	2	01	7	20	18	•	31	
Total Complaints Dismissed b Agency	у	5	5 8		3	3	3		8		3	3		2	
Average days pending prior to dismissal		209	09.2 113		3.5 20		02	12	28.1	13	94.	33	ı	84	
Compla	ints W	lith	ıdr	awı	n by	v C	om	pla	in	ants	8				
Total Complaints Withdrawn l Complainants	оу	14	1	4	5	(5		6		6	ó		1	
							Co	mp	ativ	e I)ata				
Total Final Agency Action	ns		Pr	evi	ous	Fi	sca	l Y	eai	· Da	ata		2019Thru03		
Finding Discrimination		20)14	20)15	2	201	6	20	17	20	18		31	
		#	%	#	%	#	9/	6	#	%	#	%	#	%	
Total Number Findings		0		2		1			0		0		0		
Without Hearing		0	0	1	50	1	10	00	0	0	0	0	0	0	
With Hearing		0	0	1	50	0	()	0	0	0	0	0	0	
Findings of Discrimination	on						Co	mp	ar	ativ	ve 1	Data	ı		
Rendered by Basis			P	rev	ious	s F	isca	al Y	Zea	r D	ata	ì	2019	Thru03-	
Note: Complaints can be filed		2	014		201	5	20	16	20)17	2	018		31	
alleging multiple bases. The state the bases may not equal total complaints and findings.	um of	#	%	#	9/	6	#	%	#	%	#	%	#	%	
Total Number Findings		0		2			0		0		0		0		
Race		0	0	0	C)	0	0	0	0	0	0	0	0	
Color		0	0	0	C)	0	0	0	0	0	0	0	0	
Religion		0	0	0	C)	0	0	0	0	0	0	0	0	
Reprisal		0	0	0	C)	0	0	0	0	0	0	0	0	
Sex		0	0	1	5	0	0	0	0	0	0	0	0	0	
PDA		0	0	0	0)	0	0	0	0	0	0	0	0	

					-				-	-		
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	50	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	1	100	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
indings Without Hearing	0		1		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0		0 0	C	0 0	0	0	0	0	0	0
Disability	0	0		1 100	0	0	0	0	0	0	0	0
Genetics	0	0		0 0	C	0	0	0	0	0	0	0
Non-EEO	0	0		0 0	C	0 0	0	0	0	0	0	0
					C	Com	pai	rativ	ve I)ata	l	
Findings of Discrimination	Previous Fiscal Year Data 2											Γhru03-
Rendered by Issue	20)14		2015	20	016	20)17	20	18	31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	o	0	0	0
Disciplinary Action		-										
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	1	50	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	50	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												

	-											
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
		1								1	1	1

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		0		0		0		0	

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	100	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		ı				ı		ı		ı		ı
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
		Comparative Data										
Pending Complaints Filed in Previous Fiscal Years by Status		P	re	vious	Fis	scal	Ye	ar I	Dat	ta	2019	Thru03-
Trovious riseur rears by Status		20	14	2015	2	016	20	017	2	018		31
Total complaints from previous Fisc Years	al	7.	3	78		82		76		90		148
Total Complainants		68	8	74		78	7	76		89		143
Number complaints pending												
Investigation		2),	0		1		0		0		4
ROI issued, pending Complainant's action		C)	0		0		0		0		8
Hearing		62	2	75		75	7	75		87		122
Final Agency Action		1	1	4		7		1		2		15
Appeal with EEOC Office of Federal Operations		20	6	30		32		14		16		17
						Con	ıpa	rat	ive	Dat	ta	
Complaint Investigations		P	re	vious	Fis	scal	Ye	ar I	Dai	ta	2019	Thru03-
		20	14	2015	2	016	20	017	2	018		31
Pending Complaints Where Investigations Exceed Required Tim Frames	e	C)	1		6		0		2		2